



COMMONWEALTH of VIRGINIA

Office of the Governor

Commission to Examine Racial & Economic Inequity in the Law

AGENDA

Wednesday, September 29th, 2021

9:30am-11:00am (tentative)

Patrick Henry Building

1111 East Broad Street, Richmond, VA 23219

Additional Public Participation via Webex

Join here: <https://governor.virginia.gov/i/equity-commission>

Dial-in phone number: 866-692-4530 Dial-in event code: 2430 028 7892

1. Call to Order & Attendance
2. Adoption of Meeting Minutes – 9/15/2021
3. Public Comment
4. Continued Conversations on Early Care and Education
5. Overview of Policy Proposals to be sent to the Governor from the Commission
6. Adjournment and Conclusion

Commission to Examine Racial & Economic Inequity in the Law

MINUTES

Wednesday, September 15th, 2021

1:00 pm - 4:30 pm

Patrick Henry Building | 1111 East Broad Street, Richmond, VA 23219

Additional Public Participation via Webex

1. Call to Order & Attendance

a. Cynthia Hudson calls the meeting to order at 1:00 pm.

b. Attendance & Roll Call

Commissioners in Attendance:

- i. Andrew Block
- ii. Jill Hanken
- iii. Carla Jackson
- iv. Judge Birdie Jamison
- v. Leslie Mehta (virtual)
- vi. Cynthia Hudson
- vii. Judge Jerrauld Jones (virtual)
- viii. Rev. Pierre Greene
- ix. Ashley Kenneth

2. Adoption of Meeting Minutes - 8/24/2021

a. **Hudson** asks for a motion to adopt. **Judge Jamison** moves for the motion to be adopted. **Reverend Green** seconds. No discussion follows. The minutes are adopted 8-0.

3. Public Comment

- a. Emily Griffey from Voices of Virginia's Children provided comments regarding early care and education.
- b. Virginia's United Land Trusts provided comments to the Commission in writing prior to the meeting.
- c. Ebonie Alexander from The Black Family Land Trust provided comments to the Commission in writing prior to the meeting.

4. Presentation from Virginia Outdoors Foundation

- a. Brett Glymph, Executive Director, Virginia Outdoors Foundation presented to the Commission on the Virginia Outdoors Foundation efforts to expand public land in Virginia.

- **Hudson, comment:** What contributed to that shift (of VOF easements) southward?
- **Glymph, comment:** The transferability of the tax credit and the ability to reduce the tax credit to proceeds. It made it much more attractive for low to middle income easement donors to participate in the program. As opposed to receiving an award of a tax credit, when they may not have enough income to offset that. This way they could in fact sell it and reduce it to proceeds.
- **Hudson, comment:** What has been the life history of the Get Outdoors Grant program? How old is it?
- **Glymph, comment:** 2020, so it is a year old.
- **Viola Baskerville, Chairwoman of the Board, comment:** I wanted to reiterate three points. [First] Basically, the land conservation community has taken on this issue of equity and justice and has tried hard to move forward. We have to move from where we are now forward.[Second] Issues that we are still addressing with respect to african americans cultural and historical spaces and land ownership are issues that will continue to be a challenge for the Commonwealth. [Third] I hope you received the letter from Ebono Alexander, she is the foremost voice on Black Land trust issues in the Commonwealth. It is regrettable that her voice was not put to the former Secretary's report before it was finished. I trust you will read that letter. We echo her comments. Virginia Outdoors Foundation takes wholeheartedly seriously the issue of equity in the Commonwealth of Virginia.
- **Block, comment:** My students and I have been looking into these issues based on the Secretary's comments and we had the privilege of talking to Eboni Alexander and other stakeholders. We are trying to develop recommendations to make to the Administration that may be in their outgoing budget or that legislators might

consider for the next session. Do you have specific things that you would like us to recommend? that we should recommend?

- **Glymph, comment:** Yes. I believe there was a letter submitted to the Commission by several conservation groups that has recommendations, I would echo and support those. Refundability of the tax credit is something to look at. The VLCF categories, there is always more demand than there is supply for the open space and parks category. Looking at those and adjusting those to meet that community needs today. As far as black family land retention, we really need more resources to get those out into the legal community so that members of our field, so that they can take those cases pro bono, at a discount, or at least to cover their cost. The barriers in terms of getting access to legal services is really where you would get the most result[sic]. So funding for that. We would love more funding for the Get Outdoors grant. There is a whole list of policy recommendations and if you would like to talk more offline I am happy to talk to you about that. As far as the LPTC itself, looking at refundability would be a really really good start.
- **Baskerville, comment:** I just want to echo the point about the legal resources. It is a tremendous legal barrier for many African American landowners who have heirs property. I personally have gone through a battle for over 10 years. The legal fees add up, fortunately I have family members that have chipped in. We've been able to move forward and position our property at a point where we can see future planning for it. When you're talking 10s of thousands of dollars, most families are not able to meet that burden.
- **Judge Jamison, comment:** I want to hear more about the Get Outdoors Program, I was not aware of that. Have grants started and what amount of money?
- **Glymph, comment:** It is a new program that has only been in effect since 2020. We are going to close on the next grant round will go out in November. I would say to date the actual allocation is in the neighborhood of \$2 million and about ⅔ of that has gone out the door in terms of grants closing, they're on a cycle. We've

pledged significant agency resources for that and we foresee that we will continue to do that. A fair funding level for that would be \$1 million per year.

- **Hanken, comment:** Can you go back to the beginning, the \$14.8 million of grants. Where did that come from, was it state dollars?
- **Glymph, comment:** It was a combination of all those grants funds. The preservation trust fund is state funding (an allocation of the state general fund). 25% of the VLCF, currently it is funded at \$10 million each year. Fully funding VLCF would be \$20m each year, we've never gotten that. So we get about \$2 million a year. The Get Outdoors Fund is revenue from a recordation tax. The TERRA fund is a mitigation fund for regulatory and legal settlements from the private sector.
- **Hanken, comment:** So the state dollars that you get, which state agencies does it come from?
- **Glymph, comment:** Department of Conservation and Recreation. But the VA Outdoors Foundation is a state entity.
- **Hudson, comment:** I wonder more about the mechanics of the Get Outdoor Program. Are the projects that are funded to date, specifically initiated by the suggestion of localities, or NGOs? Or is it top down where the Foundation identifies opportunities and maybe rattles the cage to get people thinking?
- **Glymph, comment:** We have done significant community engagement to get our name out there so that NGOs know that we are there and we have money. You can see on the map that we are very Richmond heavy. We have been doing a lot of community engagement in Richmond. We are trying to expand that in Hampton Roads. Local governments are a key partner. We are using a lot of locally owned land that often does not have the budget to support deferred maintenance. There are a lot of competing demands and parks and rec often need a little boost and that is what our funding does. Our funding is there to fill that gap. It is focused on trying to activate those community spaces and knit

those partnerships together especially for those that don't own land.

- **Hudson, comment:** Actively promoting availability of those funds to the local government?
- **Glymph, comment:** Yes.
- **Baskerville, comment:** These projects are for the most part generated from the ground up. These are organic and they fit the needs of the community.
- **Hudson, comment:** Whether or not the Outdoors Foundation or other state level conservation program have targeted on tribal land issues. Can you tell me more?
- **Glymph, comment:** We did have one project for the Chickahominy. A couple more in the works. VA Indians recently received federal recognition. A next big push is to repatriate some of that land back to the tribes. There is no formal convener. But VA Outdoors, other land trusts are trying to build those relationships so that when the tribes are ready to move forward with land acquisition, we will be ready. But there is no formal dedicated fund right now.
- **Hanken, comment:** You stress refundability of the tax credits as one of the priorities. Is there a way to make sure the refundability is targeted?
- **Glymph, comment:** There are federal models we can look to so that it is targeted to low to middle income households. There are ways to do that.
- **Hanken, comment:** Is that a legitimate way to structure a recommendation?
- **Glymph, comment:** Yes.

5. Presentation from Norfolk State University on Child Care and Early Childhood Education in Virginia

- a. Dr. Stephanie Richmond, Dr. Erica Russell, and Dr. Benjamin Rogers presented to the Commission on the history of early childhood education in Virginia.

- **Mehta, comment:** Speaking from experience of black and brown students with special needs there are specific challenges for childcare - in general for children with special needs. I was wondering your thoughts with regards to that and how it fits into this model. I appreciate the use of stats as it correlates to poverty and race. Do you have any stats or data regards to black and brown students regards to the special needs aspect of it?
- **Russell, comment:** I won't reference any specific study or data. But I will say one of the primary benefits of having access to quality care is the opportunity to recognize and identify the potential for any special needs that may exist. When it comes to even identifying that there are special needs in the first place. We are better served by having an [early] comprehensive picture. It will allow us to begin to have a picture that isn't just anecdotal in nature. It would allow us to recognize if there are any developmental delays or any behavioral or emotional issues that we need to be aware of. Because early intervention empowers the parent and empowers the educator to create a plan to help engage the person to set them up for success. I would stress the importance of any program including highly trained professionals to be able to recognize special needs and to be able to respond to those needs.
- **Mehta, comment:** In follow up to that - what is deemed to be highly qualified for 3 and 4 year olds, is not necessarily the same criteria for those with special needs, particularly those that have already been identified. I appreciate your answer in terms of identification because particularly for black and brown kids many may not have already been diagnosed. In terms of those who have already been identified, my concern is that those who are already diagnosed may need a highly qualified teacher that may not be the same as a highly qualified teacher outside of that context.
- **Russell, comment:** As we are imagining what an effective program looks like, we may need to be aware that there will be children who are already identified as having special needs. As we

are developing this plan, we will want to include those who can respond to the children that we have. Typically, there has been a certain profile for an educator in this setting. The data suggests that just knowing that we have a number of students who are identified as having special needs, we need to be able to respond to them. How we staff these programs needs to keep that in mind.

- **Akomolafe, comment:** Thank you for bringing this up. We are going to submit a report to the Commission and we will make sure this subject is robustly addressed.
- **Richmond, comment:** The vision we are developing is looking at models like the E3 school. The school teachers all have degrees in ECE and training but also bring in services from the state, city and early intervention right into the school.
- **Mehta, comment:** Do you envision the recommendation of the universal Preschool model incorporating the therapy in the same way it is done in the public school sector?
- **Richmond, comment:** Our recommendation would be that this be part of the public school offerings and that the state funds it effectively. Then work with experts to set what a qualified early childhood educator is and what social services are netted into the program so that when a child is identified that they can get help and can work with the parents. Hopefully overtime, this will relieve the burden on systems.
- **Hanken, comment:** I am trying to understand the landscape in Virginia and how we rank [with regards] to other states? Are there localities in VA that are already providing universal Pre-K? And are there states doing this?
- **Richmond, comment:** No localities have universal Pre-K, especially for 3 year olds. There are only a handful of states that provide universal Preschool and they are states on the west coast.
- **Greene, comment:** Are there recommendations for income for the universal Preschool program?

- **Richmond, comment:** We haven't gotten that far in our analysis. There will have to be appropriations for this.
- **Hudson, comment:** I want to understand what all the factors in the description of a high quality program[would be]. Certainly high quality teachers, but I am assuming there are other factors that make it high quality?
- **Richmond, comment:** Virginia actually has a definition of high quality. But in VA a quality assessment is optional, not every school has to submit their curriculum. There is no mandated quality level.

Refreshment Break

6. Continued Conversations on Conservation and Economic Justice

- a. **Dr. Andy Block**, Vice Chair, and **Maggie Woodward** briefs the Commission on Conservation and Economic Justice proposals and continues conversation on previous proposed proposals

Property Tax Assessment Proposals:

PT1: Codify a State-Wide Right to Notice to Appeal Property Tax Assessment

PT2: Propose Legislation Directing the Department of Taxation to Study and Develop a Proposal to Require that All Individuals who Conduct Local Property Tax Assessments Receive State Certification and Ongoing Recertification

Conservation Equity Proposals:

CE1: Add Tribal Governments to List of Public Bodies Eligible to Receive Virginia Land Conservation Fund Grants

CE2: Prioritize the Preservation of Small, Minority-Owned Farms and Restoration of Tribal Lands by Modifying the Application Scoring Criteria for the Virginia Land Conservation Fund.

CE3(A): Increase Development of and Access to Urban Greenspace by Modifying the Application and Scoring Criteria and Adding Categories of Eligible Funding for the Virginia Land Conservation Fund.

CE3(B): Increase Development of and Access to Urban Greenspace by Adding a New Funding Category to the Virginia Land Conservation Fund that Prioritizes Neighborhood Parks in Minority Communities.

CE4: Establish a New Historic Resource Fund for Minority Cultural Preservation.

CE5: Fund and direct the Department of Agriculture's Office of Farmland Preservation to Expand Outreach to Small and Minority-owned farms.

CE6: Increase Overall Funding Appropriated to Land Conservation in the Commonwealth, with a Particular Focus on Those Programs that Target People and Communities of Color.

- **Hanken, comment:** Which of these six recommendations reflect what we already heard from the Virginia Outdoors Foundation (VOF) and other groups we've heard from? For example, VOF focused on the refundability of tax credits, that isn't reflected here. And also, the heirs property issues.
- **Block, comment:** In the memo we've outlined where our recommendations are consistent with each organization. We think the refundability of the tax credit is a good idea. We heard from a lot of folks that people of color, black farmers, aren't taking advantage of the tax credits. So outreach is important, but the refundability idea, based on what we've heard, makes a lot of sense as well. On the heirs property issues, from what we've heard it isn't just access to attorneys. It is understanding the issue, understanding the changes in the law. All the recommendations from groups make sense. Sometimes there are slightly different ways to approach the problems compared to ours, but they are complimentary. I would think we adopt theirs as recommendations and say they are worthy of consideration. There is total overlap in intent.
- **Hudson, comment:** They are not inconsistent.
- **Judge Jamison, comment:** I like all of them and I think the key thing is to identify the issues and make recommendations that are realistic. With 3(A) and 3(B), I like recommending both.

- **Hudson, comment:** The recommendations in the category are good, because we tend to recommend items that require money. These recommendations don't all require that and in fact some don't even require legislation.
- **Greene, comment:** I agree with the recommendations, but it will come down to getting the word out. If people don't know about the programs, they're not going to apply.
- **Hudson, comment:** There is an outreach recommendation in this set that gets to that.
- **Greene, comment:** We have to get it out otherwise it's going to be the same people who apply.
- **Hanken, comment:** The outreach recommendations in Proposal 5 are mostly talking about farms, because a lot of people in South Carolina were losing their homes because of heirs property.
- **Hudson, comment:** That's why I said we would have to refine that.
- **Block, comment:** So, you would like to make sure that we include reference to heirs property when talking about outreach?
- **Hanken and Greene, comments:** Yes.
- **Greene, comment:** I don't know if you saw what happened in L.A. to the Roof family, they took the land away from them and then they gave it back. It's worth \$75 million today. That's what we're talking about with heirs property.
- **Kenneth, comment:** It's really important what Jill mentioned -- that it be targeted. As we heard in our last presentation, many wealthy white landowners can accumulate this so it can be carried over. Not to get into the weeds, but we want to put in our report.

- **Hudson, comment:** I think that's an excellent point. We can certainly put it in the narrative. Okay, well, let's take these conservation equity proposals from the top. Commissioners?
- **Judge Jamison, comment:** I'll make that motion. Just one comment: in recommendation five, the wording in the explanation, it needs to be touched up.

Judge Jamison moves to vote on Proposals CE1-CE6 as a block and amends CE5 by deleting "to build trust in government" from the narrative Kenneth seconds.

- **Hanken, comment:** Do we want to add the idea of incorporating more outreach into number five?
- **Hudson, comment:** Would you accept a friendly amendment?
- **Hanken, comment:** Proposal five is about the Office of Farmland Preservation, which is one of these funding sources. We want those other entities to have an outreach piece.
- **Hudson, comment:** I thought you might have had the general approval on the basis that you would expand it beyond this restriction, which would include getting rid of the Department of Agriculture's Office of Farmland Preservation. And direct that in the actual report, outreach with respect to all available programs and legislation regarding heir's land and not make it specific?
- **Hanken, comment:** Yes.
- **Hanken, comment:** Do we want to do anything regarding refundability?
- **Hudson, comment:** We're going to swing back to that.

Hudson takes up the motion, the motion to adopt carries (9 yeas/ 0 nays)

The final version of CE5 now reads: Fund and Direct the Expansion of Outreach to Small and Minority-owned farms.

- **Hudson, comment:** Swinging back to Jill and Ashley's points. Before we took up that motion, we talked at some length about our support for the recommendations from other groups we've heard from, including the Virginia Outdoors Foundation, as well as the VAULT. We supported their recommendations because they were consistent and complementary of the recommendations we just passed. Included in those recommendations was regarding land preservation tax credits. Ashley, you had a point you wanted to make about that. My first suggestion for a motion is that we agree to support and advance the recommendations of those other groups, but with respect to the refundability recommendations, you'd like to make sure what, Ashley?
- **Kenneth, comment:** I wanted to make sure they are targeted to lower income people and those that are first-time applicants.
- **Hanken, comment:** They should consider making the tax credits refundable in a targeted manner that will go to low-income consumers and first time applicants.
- **Hudson, comment:** The proposal from the Virginia Outdoors Foundation says to make the land preservation tax credit refundable to low and moderate income land owners. You think an agency should study this first?
- **Hanken, comment:** This goes to the Governor -- he can decide how aggressive he wants to be.
- **Kenneth, comment:** I think it could result in a windfall for some folks and that would increase the gap racially amongst land owners.
- **Block, comment:** Are we just adopting the VOF recommendation?
- **Hudson, comment:** Is there a motion that the Commission advance and support the recommendations of the stakeholder groups, including the Virginia Outdoor Foundations policy recommendations, Virginia Association of United Land Trusts policy recommendations, and the Black Family Land Trust, and append them to our report.

- **Kenneth, comment:** I think for the record that we may want to say what those proposals are.
- **Hudson, comment:** What I have from the Virginia Outdoors Foundation includes:
 1. Make more land accessible to the public in general
 2. Specific recommendations:
 - a) Increase funding for existing grant programs, particularly the Virginia Land Conservation Foundation
 - b) Revise the Virginia Land Conservation Foundation's statutory formula to increase the percentage for parks and open spaces
 - c) Increase BIPOC representation on the Virginia Land Conservation Foundation Board
 - d) Regularly issue bonds for state conservation agency land acquisition and public access infrastructure
 3. Broad Category of Recommendations:
 - a) Expand Urban and Community Forest Program
 - b) Codify and supply funding to supplement the Virginia Outdoors Foundation's Get Outdoors Fund
- ii. Recommendations from VLF include:
 - A. Help People in Historically Disadvantaged Group Get Land
 1. Create a Virginia Tribal Land Program
 2. Create an African American Land Retention Program
 3. Establish a Program to Provide Financial Assistance to Landowners to Resolve Heirs Property Title Issues
 4. Make the Land Preservation Tax Credit Refundable for Low and Moderate Income Landowners
 5. Provide Funding to Agencies to Work with Landowners with Smaller Tracts
- **Hanken, comment:** I think Andy and Maggie looked at those proposals and gleaned from those the six or seven recommendations that were presented to us.
- **Block, comment:** They came in and we compared our work to theirs to check credibility.

- **Hanken, comment:** I am concerned about watering down the recommendations of the Commission.
- **Block, comment:** Back when we wrote our second report, the Virginia Legislative Black Caucus and New Virginia Majority had produced recommendations around police reform. I think we referenced those reports and recommendations in our second report as being worthy of taking seriously.
- **Hudson, comment:** Are there different recommendations in the VAULT letter than from what I read from VOF? It seems to be more narrative support.
- **Assalone, comment:** Madam Chair, there was someone who has joined publicly that has confirmed the recommendations from the Virginia Outdoors Foundation are the same from VAULT.
- **Hudson, comment:** I thought so. We are prepared to append those to our report to the Governor given their overall consistency with our policy goals. I also believe you said we only need consensus on that point, no formal vote?
- **Block, comment:** That is right.

b. Economic Justice Proposals:

- i. Codify a state-wide Right to Notice of Right to Appeal Property Tax Assessment:
 - **Hudson, comment:** I know we discussed at some length in the last meeting what we thought this lack of petition information about the right to appeal might contribute to disparities around real property tax assessments. Does anyone need a refresher on that?
 - **Hanken, comment:** I want the taxpayers to understand the criteria that's being used by the locality to collect the tax, so it's more than describing a procedure. People need to understand how the tax assessor came to this determination. People need to understand what the criteria is -- that's how I view it.

- **Hudson, comment:** I guess I just don't know what that entails: it could be something that is very detailed such as appraisal type information or it could be as straightforward as the assessment approach we talked about last time.
- **Judge Jamison, comment:** Could we just add "policy, procedures, and notice?"
- **Hudson, comment:** It needs to be more specific. We don't want these to fall on the floor.
- **Hanken, comment:** How about the motion include "a description of the standards used to determine the assessment, the local appeals process, and the next steps the taxpayer needs to take to pursue an appeal."

***Hanken** moves the adoption of the language with the amendment to the language to include: "a description of the standards used to determine the assessment, the local appeals process, and the next steps the taxpayer needs to take to pursue an appeal." **Kenneth** seconds the motion.*

***Hudson** takes up the motion, the motion to adopt as amended carries (8 yeas/ 0 nays)*

- ii. Propose legislation directing the department of taxation to study and develop a proposal to require that all individuals who consult local property tax assessments receive a state certification and ongoing recertification.
- **Block, comment:** This one is a bit broader. I think it is a worthwhile policy idea. Not sure if it needs to come from the Commission. It seems that Virginia is an outlier and there are problems and inconsistent practices because we don't have a certification process which probably hurts some of our most vulnerable taxpayers.
 - **Hudson, comment:** If it weren't for the last sentence, I wouldn't support this one. I think it would be great to take a look into this.

***Hanken** moves the adoption of proposal two as written. **Reverend Greene** seconds.*

***Hudson** takes up the motion, the motion to adopt as amended carries (8 yeas/ 0 nays)*

REFRESHMENT BREAK

7. Presentation from The Commonwealth Institute presentation on Earned Income Tax Credit

- a. **Chris Wodicka** presents to the Commission on earned income tax credits
- b. Recommendation 1: Enact a partially refundable state EITC at 10% of the federal level that phases up to full 20% over time.
- c. Recommendation 2: Remove restrictions that disproportionately disqualify workers of color.
 - i. ITIN restrictions
 - ii. Age restrictions
 - **Hanken, comment:** The legislative efforts that were attempted in 2019 and 2020 were not successful because of the cost impact, I assume. What did happen to those efforts and what is the price tag for this?
 - **Wodicka, comment:** For the previous efforts, those were completely refundable, that was closer to the \$200-250 million range. With this proposal, it's closer to half of that. One of the issues with the first effort was it was a time of divided government. Another thing is there is a larger budget impact because of this policy, so if it's built into a Governor's budget proposal earlier, it would be easier to get it through.
 - **Block, comment:** When it's 10-20% of the federal EITC, how does that actually work?
 - **Wodicka, comment:** It's a percentage of the credit, so if a person is doing their federal taxes, you'll put in information and it will give you your number.
 - **Block, comment:** I think we should include these in our recommendations. When we first started looking at these issues, the data on increased rates of poverty and lower income levels are kind of a legacy that we discussed. This would compliment a lot of the other things we did because it puts money in people's pockets.

Block moves the adoption of both recommendations. **Hanken** seconds.

Hudson takes up the motion, the motion to adopt as amended carries (8 yeas/ 0 nays)

8. Finalization of Policy Proposals to be sent to the Governor from the Commission

- **Hanken, comment:** We did hear from the folks at Norfolk State about early childhood education and our public commenters about child care costs. Those two issues have been presented to us today. I believe we dealt with Pre-K previously, but I'm not sure we're done child care before. It is an issue that relates to stability and ability to work. I would like for this year's work to say something about affordable care.
- **Hudson, comment:** Have we heard enough from the public commenter to formulate a workable proposal on child care today? We may need one last wrap up meeting where we talk about reporting out on the recommendations that we voted to advance. Maybe at that time, with staff support, we could figure out if it is doable. Maybe we can bring back a proposal on child care at that meeting?
- **Hanken, comment:** I think it's a huge issue. I would assume there is an impact on low income families and Virginians of color.
- **Reverend Greene, comment:** To your point, I'm in that position right now. I'm trying to find childcare for my two-year-old. It's also not necessarily the price, it's the capacity and resources as well. It is a major issue.

9. Next Steps

- **Jamison, comment:** When are our recommendations due?
- **Hudson, comment:** We wanted the September 15 date to meet the October 1 cutoff date.
- **Assalone, comment:** That's correct. That aligns with our agency deadlines. Anything with budgetary requirements definitely need to be flushed out by then.
- **Hudson, comment:** We've already voted on proposals here, so the matter of advancing those by the deadline is one thing, but flushing out a report and putting a bow on the package of recommendations and getting that out may have a longer...we may need more time for that. We can't meet all electronically anymore. We would have to have on our agenda something about child care, know who will do it, and when we will turn it around. Does that sound like something we're interested in doing?

- **Hudson, comment:** Sounds like we'd like to meet again in seven to ten days?
- **Assalone, comment:** We can do a quick polling of the group via email rather than asking everyone to confirm availability here.

10. Adjournment and Next Steps

- a. The Commission will meet in 2 weeks to finish recommendations for Early Care and Education. Staff will poll members to find availability.



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Commission to Examine Racial & Economic Inequity in the Law Policy Recommendations Summary

Criminal Justice

1. Expand Pretrial Services Offerings in Rural Areas
2. Improved Access to Substance Abuse Counseling in Rural Areas

Education

1. Create Tax or Other Financial Incentives to Recruit/Retain Teachers in Rural Underserved Communities
2. Dedicate State Funds to Bolster Rural School Districts Offerings to Students with Specialized Needs
3. Restore Yearly Funds for School Construction and Maintenance

Entrepreneurship

1. Continue to Support Virginia's New CDFI Fund
2. Develop State Entrepreneurial Catalyst Grants
3. Direct the State Corporation Commission to Require the Use of Alternative Methods of Credit Scoring to the list of Entrepreneurship Proposals
4. Enact a Truth-in-Lending Law to Protect Small Businesses

Health

1. Provide local health districts with policy staff who will support and require social determinant and health outcome report cards and plans
2. VDH Issue Annual Reports on Local Health Department Staffing
3. Employ an At-Risk Add-On Funding Model
4. Fully Fund the Virginia Healthcare Workforce Development Authority and AHEC's
5. Provide Additional Funding Incentives to Healthcare Workers in Rural Communities
6. Create a Pipeline for Medical Students, and Medical Residents, to Work in Rural Areas
7. Open More Birthing Centers in Rural Virginia
8. Provide State Funding to Support Training and Licensing for Doulas in Rural Communities

Access to Capital - Homeownership

1. Increase the Support Offered by the State Down Payment Assistance Program and First-Time Homebuyer Tax Credit
2. Increase Funding for the Virginia Housing Trust Fund



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3. Use State Funds to Support Financial Literacy Training
4. Direct the State Corporation Commission to Require the Use of Alternative Methods of Credit Scoring

Infrastructure

1. Expand Broadband Infrastructure and affordability in Rural Communities
2. Include Rural Focus in Food Insecurity Efforts
3. Direct JLARC to Conduct a Study of State/Local Funding Approaches across all areas of Government to Determine Impact on Service Provision in Rural Communities

Property Tax Assessment Proposals

1. Codify a State-Wide Right to Notice to Appeal Property Tax Assessment that includes a description of the standards used to determine the assessment, the local appeals process, and the next steps the taxpayer needs to take to pursue an appeal.
2. Propose Legislation Directing the Department of Taxation to Study and Develop a Proposal to Require that All Individuals who Conduct Local Property Tax Assessments Receive State Certification and Ongoing Recertification

Conservation Equity Proposals

1. Add Tribal Governments to List of Public Bodies Eligible to Receive Virginia Land Conservation Fund Grants
2. Prioritize the Preservation of Small, Minority-Owned Farms and Restoration of Tribal Lands by Modifying the Application Scoring Criteria for the Virginia Land Conservation Fund.
3. (A) Increase Development of and Access to Urban Greenspace by Modifying the Application and Scoring Criteria and Adding Categories of Eligible Funding for the Virginia Land Conservation Fund.
(B) Increase Development of and Access to Urban Greenspace by Adding a New Funding Category to the Virginia Land Conservation Fund that Prioritizes Neighborhood Parks in Minority Communities.
4. Establish a New Historic Resource Fund for Minority Cultural Preservation.
5. Fund and Direct the Expansion of Outreach to Small and Minority-Owned Farms.



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6. Increase Overall Funding Appropriated to Land Conservation in the Commonwealth, with a Particular Focus on Those Programs that Target People and Communities of Color.

Earned Income Tax Credit

1. Enact a partially refundable state Earned Income Tax Credit (EITC) at 10% of the federal level that phases up to 20% over time.
2. Remove restrictions that disproportionately disqualify workers of color including age restrictions and Individual taxpayer identification number (ITIN) restrictions.